

1998 Re-engineering Highlights

GSFC revised its Center-level Awards and Recognition Program in 1998. In the spirit of continual improvement, the program has been reviewed and refined to improve the existing program and associated processes.

Many of the 1998 Honor Award Re-engineering changes were retained:

- Alignment of award categories and award criteria with GSFC's strategic plan's values, goals, and strategies
- Increased eligibility of lower grades and broader occupational eligibility for awards
- Greater peer/employee involvement in the nomination process and evaluation of nominations
- SAC, subcommittees responsible for review and selection of most awards
- Evaluations considered against general and specific criteria as well as against the scope of the nominee's job responsibilities
- Nomination feedback solicited from persons having knowledge of the accomplishment
- Greater diversity and relevance of awards and recognition
- Cash in addition to honor recognition for certain awards
- Directorate award activities requirement

Key Changes

Award Changes

- Replaced "Quarterly" and "Best-of-the-Best" Awards with new annual "Awards of Excellence"
- Reduced the number of overall award categories
- Changed criteria and names of certain awards to improve occupational coverage and to reinforce particular areas (such as safety, diversity, Center values)
- Maintained certain awards as "honor" exclusively, while creating others with cash component for individuals
- Instituted new Information Science and Technology colloquia award, Earth Science, Space Science, and Engineering Achievement awards

Nominations, Evaluation and Selection

- Increased directorate involvement to improve the quality and variety of nominations
- Retained self-nominations for certain awards (excluding new Earth Science, Space Science, Engineering, and Memorial awards)
- Discontinued practice of asking nominees for feedback on their nominations
- Improved evaluation, selection timing, and processes
- Created means of informing nominators of non-selection

Recognition

- Reduced the number of ceremonies
- Added focus to specific awards and enhanced ceremony prestige
- Created a team celebration activity for Awards of Excellence
- Discontinued "training" component



GODDARD CENTER-LEVEL AWARDS AND RECOGNITION REFINEMENTS

A primary objective of the Agency Human Capital Plan is to ensure that rewards and recognition programs are adequately linked to performance.



Center-Level Awards

	Recognizes	Who
Goddard Honor Awards Spring Ceremony		
Award of Merit *	Highest qualities of career achievement and professionalism - highest civil servant award bestowed	Individuals
Earth Science Achievement	Significant contributions in Earth science	Individuals
Space Science Achievement	Significant contributions in space and planetary science	Individuals
Engineering Achievement	Individual excellence in engineering support of science	Individuals
Exceptional Achievement	Exceptional contributions to the performance of the Center's mission in any area of work	Individuals or Groups
Outstanding Leadership *	Vision and initiative in all career fields that motivates others	Individuals
Outstanding Management *	Creation of exemplary work environment reflecting/instilling Center's core values	Individuals
Robert C. Baumann Award for Mission Success*	Outstanding contribution to mission safety and reliability	Individual
Safety Award of Distinction	Actions in the event of an emergency to protect employees from injury or life threatening situations or whose actions preserve life	Individuals or Groups
Memorial/Colloquia Awards		
Excellence in Information Science and Technology Award: <i>May Ceremony</i>	The Goddard employee (s) who best exhibits the qualities of broad information science accomplishments in the area of information science and technology	Individual(s)
John C. Lindsay Memorial Award for Space Science: <i>May/June Ceremony</i>	The Goddard employee (s) who best exhibits the qualities of broad scientific accomplishments in space science	Individual (s)
Moe I. Schneebaum Memorial Award for Engineering: <i>September Ceremony</i>	The Goddard employee (s) who has made the most significant contributions toward advancing the technology of space flight	Individual (s)
William Nordberg Memorial Award for Earth Science: <i>November Ceremony</i>	The Goddard employee (s) who best exhibits the qualities of broad scientific accomplishments in Earth science	Individual (s)
Awards of Excellence Fall Ceremony		
Customer Service Excellence	Superior service or products provided to internal or external customers	Individuals or Groups
Diversity Enhancement	Significant contributions in the areas of affirmative employment, disadvantaged business goal achievements and diversity	Individuals or Groups
Excellence in Outreach	Innovative products/services to education community or the public that enhances technological or scientific literacy	Individuals or Groups
Outstanding Mentor *	Active and effective coaches who contribute to personal and professional development of protégés	Individuals
Outstanding Teamwork	Quality of teams process resulting in extraordinary specific accomplishments or long-term performance	Groups
Quality and Process Improvement	Enhanced business and work processes and improved quality of products and services	Individuals or Groups
Safety Award of Honor	Contributions to safety that significantly impact the Center's implementation of the NASA mission	Individuals or Groups
Secretarial and Clerical Excellence *	Superior performance and accomplishments that enhance work products or functions	Individuals or Groups

* Civil Servants Only

Refer to OHR Awards web page at <http://ohr/awards/home.htm> for detailed criteria and other information